

MAR 08 2019

SENATE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES TO
DEDICATE ONE PRIVATE ROOM IN THE HAWAII STATE CAPITOL
BUILDING FOR EMPLOYEES AND VISITORS TO BREASTFEED OR
EXPRESS MILK.

1 WHEREAS, the American Academy of Pediatrics, American
2 College of Obstetricians and Gynecologists, American Academy of
3 Family Physicians, Academy of Breastfeeding Medicine, American
4 College of Nurse-Midwives, American Dietetic Association,
5 American Public Health Association, World Health Organization,
6 and many other health organizations recommend that infants be
7 exclusively breastfed for the first six months of life and
8 continue to be breastfed until twelve months of age or longer;
9 and

10
11 WHEREAS, over three-quarters of women who give birth in
12 Hawaii and breastfeed at least once are likely to continue
13 breastfeeding eight weeks after delivery; and

14
15 WHEREAS, federal and Hawaii law require employers to
16 provide reasonable break time and a location, other than a
17 bathroom, for employees to express breast milk; and

18
19 WHEREAS, Hawaii's employment practices law prohibits
20 employers and labor organizations from refusing to hire or
21 employ, barring or discharging from employment, withholding pay
22 from, demoting, or penalizing a lactating employee for
23 breastfeeding or expressing milk at the workplace; and

24
25 WHEREAS, in 2011, the United States Surgeon General's *Call*
26 *to Action to Support Breastfeeding* identified barriers to
27 optimal breastfeeding in health care practices, employment,
28 communities, research, public health infrastructure, public and
29 professional education, and social networks, and recommended
30 methods in which families, communities, employers, and health



1 care professionals may help eliminate those barriers to improve
2 breastfeeding rates and increase support for breastfeeding; and
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4 WHEREAS, the United States Surgeon General's *Call to Action*
5 *to Support Breastfeeding* also estimates savings of
6 \$13,000,000,000 if ninety percent of families in the United
7 States followed guidelines to exclusively breastfeed and
8 \$10,500,000,000 would be saved if eighty percent followed the
9 guidelines; and
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11 WHEREAS, in 2019, the United States Breastfeeding
12 Committee's *Hawaii Breastfeeding Report* defined the optimal
13 breastfeeding rate as ninety percent of infants breastfed
14 according to medical recommendations and estimated the resulting
15 medical costs of sub-optimal breastfeeding in Hawaii are
16 \$7,297,260, the non-medical costs of sub-optimal breastfeeding
17 in Hawaii are \$3,811,290, and the death costs of sub-optimal
18 breastfeeding rates are \$34,300,525; and
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20 WHEREAS, research shows that breast milk and breastfeeding
21 provide advantages with regard to general health, growth, and
22 development, while significantly decreasing the risk of a large
23 number of acute and chronic diseases such as sudden infant death
24 syndrome, asthma, allergies, diabetes, diarrhea, atopic
25 dermatitis, viral and bacterial infections, childhood obesity,
26 childhood leukemia, necrotizing enterocolitis, and infant
27 mortality; and
28

29 WHEREAS, mothers who breastfeed have a decreased risk of
30 breast, uterine, and ovarian cancer; postpartum depression;
31 anxiety disorder; cardiovascular disease; and osteoporosis later
32 in life; and
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34 WHEREAS, the nutrients exclusive to breast milk are vital
35 to the growth, development, and maintenance of the human brain
36 and cannot be manufactured; and
37

38 WHEREAS, breastfeeding has positive economic impacts on
39 families by decreasing the need to pay for medical care for a
40 sick infant and eliminating the need to purchase infant formula;
41 and
42



1 WHEREAS, the Centers for Disease Control and Prevention's
2 *The CDC Guide to Strategies to Support Breastfeeding Mothers and*
3 *Babies* recognizes higher rates of breastfeeding initiation and
4 duration amongst women on maternity leave, who have
5 breastfeeding support programs in the workplace, or who work
6 part-time in lieu of full-time; and
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8 WHEREAS, the health benefits of breastfeeding result in
9 lower health care costs for employers, less time-off for
10 employees to care for sick children, enhancement of an
11 employer's image, and higher productivity and employee loyalty;
12 and
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14 WHEREAS, employers, employees, and society benefit from
15 supporting a mother's decision to breastfeed and from reducing
16 the obstacles to initiating and continuing breastfeeding; and
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18 WHEREAS, the United States Office of Personnel Management's
19 *Guide for Establishing a Federal Nursing Mother's Program*
20 identified federal agencies with successful worksite programs:
21 National Security Agency; National Institutes of Health;
22 Department of Energy Headquarters; and the Congressional
23 Program; and
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25 WHEREAS, this body recognizes the unique health, economic,
26 and societal benefits that breastfeeding provides to infants,
27 mothers, families, and the community as a whole and affirms that
28 the State of Hawaii should work to ensure that barriers to the
29 initiation and continuation of breastfeeding are removed; and
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31 WHEREAS, this body encourages employers to strongly support
32 and encourage breastfeeding by striving to provide appropriate
33 space and time accommodations to allow employees to express
34 milk; now, therefore,
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36 BE IT RESOLVED by the Senate of the Thirtieth Legislature
37 of the State of Hawaii, Regular Session of 2019, the House of
38 Representatives concurring, that the Department of Accounting
39 and General Services is requested to dedicate one private room
40 in the Hawaii State Capitol Building for employees and visitors
41 to breastfeed or express milk, and which is equipped with
42 cleaning supplies; and



S.C.R. NO. 170

BE IT FURTHER RESOLVED that the room be dedicated to Dr. Sylvia Pager, who was the first International Board-Certified Lactation Consultant Physician in Hawaii and worked to support and protect breastfeeding families in Hawaii; and

BE IT FURTHER RESOLVED that certified copies of this Concurrent Resolution be transmitted to the Governor, State Comptroller, and Building Manager of the State Capitol Building.

OFFERED BY:

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